

Esher Church School



Equality Policy & Objectives

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Aims

Our school aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

Our school aims to promote respect for difference and diversity in accordance with our values, working together to build a caring, inclusive community, in which we all grow and flourish under God's guidance.

Legislation and guidance

This document meets the requirements under the following legislation:

1. [The Equality Act 2010](#), which introduced the public sector equality duty and protects people from discrimination
2. [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives

Roles and responsibilities

The governing board will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Headteacher

The Headteacher will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors

Eliminating discrimination

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and governors are reminded of their responsibilities under the Equality Act at least annually, for example during meetings. Where this has been discussed during a meeting it is recorded in the meeting minutes.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training every September.

Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have (e.g. pupils with disabilities, or gay pupils who are being subjected to homophobic bullying)
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim pupils to pray at prescribed times)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school societies)

In fulfilling this aspect of the duty, the school will:

- Publish attainment data each academic year showing how pupils with different characteristics are performing
- Internally analyse the above data to determine strengths and areas for improvement, implement actions in response and publish this information
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)

Fostering good relations

- Enhanced by our school values, the school aims to foster good relations between those who share a protected characteristic and those who do not share it by:
- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, citizenship and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures
- Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute
- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community
- Encouraging and implementing initiatives within the school. For example, our pupil parliament has representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the school's activities, such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures
- We are developing links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach

Equality considerations in decision-making

The school ensures it has due regard to equality considerations whenever significant decisions are made.

The school always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

The school keeps a written record on trip booking forms to show we have actively considered our equality duties and asked ourselves relevant questions. The record is completed by the member of staff organising the activity.

Equality objectives

Objective 1

Our objective is...	To ensure our curriculum is accessible to all so that every child can meet their full potential.
Why we have chosen this objective:	We have a changing school community with increased diversity and some pupils are not always able to access the curriculum as it is.
To achieve this objective we plan to:	Use the graduated response. Strong universal offer. Develop adaptive teaching.
Progress we are making towards this objective:	All classroom staff participated in Tom Sherrington training in Sep 2026.

Objective 2

Our objective is...	Staff training on equality, diversity and inclusion.
Why we have chosen this objective:	To ensure staff understand what is required of them and how they can contribute to a school ethos that considers equality, diversity and inclusion across the board.
To achieve this objective we plan to:	Carry out staff training on unconscious bias in Summer term.
Progress we are making towards this objective:	

Objective 3

Our objective is...	To incorporate EDI into our whole-school assemblies.
Why we have chosen this objective:	We have been closely following the Diocese assemblies and feel that we need more content on equality, diversity and inclusion, as well as appropriate current news and events. Classroom staff are aware that we have pupils who express some stereotypical views that we would like to offer balance to.
To achieve this objective we plan to:	Resource appropriate content and introduce into our whole-school assemblies.
Progress we are making towards this objective:	

Monitoring arrangements

The school will update the equality information we publish, described above, at least every year.

This document will be reviewed by the link governor at least every 4 years.

This document will be approved by the governing body and board of Trustees.